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*A.V. Chirich, Candidate of economic sciences, associate professor,
Educational Institution “Belarusian State Agrarian Technical University”, Minsk,
Kunjie Li, Master’s student,
Educational Institution “School of business of Belarusian State University”, Minsk*

DEVELOPMENT AND CURRENT SITUATION OF HUMAN RESOURCE MANAGEMENT IN CHINESE ENTERPRISES

Ключевые слова: управление человеческими ресурсами, развитие, этап, мера, улучшение, качество менеджеров.

Key words: human resource management, development, stage, measure, improvement, quality of managers

Аннотация. В статье рассматриваются четыре этапа развития управления человеческими ресурсами в Китае. Предложены некоторые меры по повышению уровня управления человеческими ресурсами.

Abstract. Four stages of the development of human resource management in China are considered in the article. Some measures for improving the level of human resource management were offered.

On October 1, 1949, the People's Republic of China was formally founded. The country implemented a planned economy system, and enterprises were owned by the state. At that time, social labor relations were single, and the country implemented a fixed labor system of unified deployment of workers, with equal distribution. Once the workers are assigned to the enterprise, they will have a life-long labor relationship, and they are not allowed to leave the company for any special reason. Later, China began to learn from the advanced experience of the Soviet Union in labor and personnel management, practicing group management, formulating labor plans and recruitment plans, carrying out staff training and establishing a unified labor insurance system. In 1951, the state issued the Regulations on Labor Insurance, stipulating the retirement and old-age system for employees. In 1952, China issued the Interim Measures on the Handling of Residuation of Workers in State-owned Enterprises, which stipulated in detail the conditions and benefits for the retirement and resignation of workers, thus leading to healthy and rapid development of human resource management in China.

In the middle and late 1970s, China announced the reform and opening up and the continuous development of society. The development of private enterprises and multinational corporations accelerated the introduction of advanced human resource management methods from European and American countries into China. Before this, the mode of human resource management in Chinese enterprises has fallen far behind developed countries in Europe and the United States. Since the reform and opening up, the development of human resource management in China is closely related to the advancement of China's economic system reform and enterprise reform. Generally speaking, it can be divided into four stages:

The first stage: 1978–1991, labor and personnel management reform under the dilemma of state-owned enterprise reform.

Before 1978, China practiced a highly centralized planned economy, in which enterprise employees were recruited and employed for life according to the government's labor and employment quotas, and enterprise managers belonged to the ranks of state cadres and were appointed by governments at all levels. After the reform and opening up in 1978, state-owned enterprises began to reform, and some exploratory changes were made in their labor and personnel systems, such as the restoration of the bonus system, the trial of work distribution in line with the characteristics of enterprise production, and the exploration of reform of the employment system of unified distribution by the state. However, the experiments were only small-scale and did not spread throughout the country.

The second stage: 1992-2000, the reform of human resources management in the transition period of market economy.

In January 1992, Chinese leader Deng Xiaoping delivered his famous "Southern Tour" speech. The goal of China's economic restructuring is to establish a socialist market economic system, which indicates that the market-oriented direction of China's economic restructuring and the reform of state-

owned enterprises has been clear, and the market-oriented process of the reform of human resources management in state-owned enterprises has begun to accelerate significantly.

The third stage: 2001–2008, the reform of human resource management under the pluralistic pattern.

With the establishment of the socialist market economic system, foreign capital and private economy have been developing rapidly in China since the 1990s. Since 2000, the proportion of foreign capital and private economy in China's national economy has increased significantly. After 2002, the number of new employees in private enterprises was almost 10 million every year, and China's human resource management began to appear diversified pattern. Since China's entry into WTO, a large number of large transnational corporations have not only brought investment and products to China, but also advanced management concepts and techniques.

At present, there are nearly 10 million people engaged in human resource management in China, but most of them have only 3-5 years of working experience, and their overall management level is uneven. Top the many small and medium-sized enterprises in our country has not been put on the agenda, human resource management is still in the traditional administrative, transactional labor personnel management phase, more pay attention to the management and control is static, the people as a tool, focused on the cost, use and control, and did not treat people as innovation resources can be realized, the lack of scientific human resources management most units. It does not meet the needs of market competition. There are still many state-owned enterprises in the traditional management mode, is still the old personnel management in the dominant role, even some well-known units are still in use. The development of different types of enterprises is the same, and the quality of enterprise managers is different, which has brought great negative impact on modern human resource management.

Any management thinking is rooted in a certain social culture soil, and the special Chinese social and cultural backgrounds created between managers and by managers are born not equal status, formed the dominant in practical work and to be a dominant style of leadership, in the work performance for the preference of the highly centralized management mode, do not take the person's true feelings and needs. In the income distribution, the incentive role of the compensation system is not paid attention to, which seriously restricts the development of human resources potential.

Although many enterprises begin to realize the importance of talents in economic development, and consciously strengthen the "people-centered" management, but because the personnel, labor management system hinders the flow of talents, therefore, they fail to achieve the optimal combination of talents within the scope of society. After the Second World War, in order to adapt to the rapid development of productive forces, the western industrial countries gradually presented the ideological schools represented by "behavioral science", "management science" and "decision theory", and developed into a mature modern management theory.

China has formed a complex social and cultural background for a long time, and the formation of management theories with Chinese characteristics is bound to be a long-term and gradual process of exploration.

Due to the lack of scientific assessment mechanism and the neglect of people's interests and subjective needs, the work enthusiasm of employees, especially outstanding talents, is seriously affected, and the potential of human resources is suppressed, resulting in a serious waste of resources. In the aspect of employment lack of scientific performance evaluation mechanism, often through the manager's "impression" to determine the value of talent. Due to the differences in experience, ability and views of different managers towards talents, it is inevitable that there will be differences in leniency and severity in specific operations, and the principle of objective, fair and just selection is difficult to be reflected. In terms of income distribution, there is a lack of income distribution mechanism linked with performance appraisal, and the tendency of egalitarianism in income distribution is still very serious, which actually ignores the play of subjective initiative and contribution of people in work. Being eager for quick success and instant benefits in the process of talent training cannot provide impetus for the sustainable development of enterprises.

Today, most of the content of the enterprise for human resources management work is a single, just pay attention to recruitment, attendance, performance, compensation, training and other work, human resource management and enterprise's overall development strategy and development direction were not unified, scientific and reasonable planning, and did not specification during the recruitment process and strict standards. As a result of the recruitment of some personnel of uneven comprehensive quality. In addition, some managers don't fully realize the value and importance of enterprise employees, thus in the management process is likely to tend to bind management direction, which is widely existing in the current our country enterprise human resources management issues, to modern management concept and consciousness cannot truly accept and blend in, management consciousness is not due to improve. Modern human resource management is not only a technology, but also a science. The progress of management methods and means, and the continuous enrichment and deepening of management content require managers to receive continuous education to improve their management level. At present, the common problem of human resource managers is the lack of initiative and creativity.

Human resources to achieve the best interests of your company, but also should fully meet the individual needs of employees, including material needs and spiritual needs, so as to arouse the enthusiasm of employees, make them give full play to the individual talent, active contribution to the development of enterprises, some enterprises only according to the title to assess the employee's salary, employees to negative slack off. In addition, the growth and development of enterprises for staff without too much attention, optional sex is bigger, lack of effective incentive mechanism, eventually led to the enterprise's good employees

can meet the demand in the heart, self value realization to some extent hindered the healthy growth of employees and their personal skills, caused the waste of human resource, the adverse impact on the development of enterprises.

The following measures can be taken to improve the level of human resource management:

- further establish the people-oriented management idea;
- strengthen the cultivation and development of human resources;
- creatively build corporate culture;
- improve the current enterprise human resource management system;
- use advanced management means to improve the efficiency of human resource management.

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С.В. Основин, канд. с-х наук, доцент,

Учреждение образования «Белорусский государственный экономический университет», г. Минск,

Л.Г. Основина, канд. техн. наук, доцент,

Учреждение образования «Белорусский государственный аграрный технический университет», г. Минск, Республика Беларусь

ОРГАНИЗАЦИОННО-ЭКОНОМИЧЕСКАЯ ИННОВАЦИОННАЯ ДЕЯТЕЛЬНОСТИ В ОТРАСЛИ КОРМОПРОИЗВОДСТВА

Ключевые слова: организационно-экономическая инновационная деятельность, отрасль, кормопроизводство.

Key words: organizational and economic innovation activity, industry, fodder production.

Аннотация. В статье рассматриваются основы организационно-экономической инновационной деятельности в отрасли кормопроизводства. Приведены признаки и блоки организационно-экономического механизма, логическая схема инновационного процесса.

Abstract. The article deals with the basics of organizational and economic innovation in the forage industry. The signs and blocks of the organizational and economic mechanism, the logical scheme of the innovation process are given.

Проблема эффективного организационно-экономического механизма инновационного развития в кормопроизводстве имеет различные аспекты связанные с решением методологических и методических вопросов ее сущности, количественного измерения.